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Contract Database Metadata Elements

Title: **Glenville, Town of and Glenville Town Hall Unit, CSEA, Local 1000 AFSCME, AFL-CIO, Schenectady County Local 847 (2006) (MOA)**

Employer Name: **Glenville, Town of**

Union: **Glenville Town Hall Unit, CSEA, AFSCME, AFL-CIO**

Local: **Schenectady County Local 847, 1000**

Effective Date: **01/01/06**

Expiration Date: **12/31/09**

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RECEIVED
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

JUN 16 2009

MEMORANDUM OF AGREEMENT
CSEA Town of Glenville Town Hall Unit
and
Town of Glenville

ADMINISTRATION

CSEA, Local 1000, AFCME, AFL-CIO, Schenectady County Local 847 for the Glenville Town Hall Unit and the Town of Glenville agree to the following memorandum of agreement.

1. The duration of this agreement is effective from January 1, 2006 through December 31, 2009.
2. Article VI Salary - The salaries for all titles and steps of the bargaining unit members shall be:
 - a) retro to 1/1/06 3.25%
 - b) 1/1/07 3.25%
 - c) 1/1/08 3.25% and
 - d) 1/1/09 3.25%
3. Training and Testing - The Town shall continue to provide for all employees, all current expenses associated with job related testing and training per supervisor and or department head approval.
4. Vacation Carry Over - The Town of Glenville agrees to allow employees to carry over five (5) days of vacation with approval of the Department Head.
5. Article XVI Clothing Allowance - Effective 1/1/07, the clothing allowance will increase to \$415.00 and is considered taxable income.
6. Article XVI § 2 - Effective 1/1/07, Dispatchers will receive a voucher for \$500.00 for the purchase of shirts, pants, footwear and sweater as determined by the Chief of Police.
7. Article VIII Workday and Workweek - Section 3. For Unit employees within the Police Department (i.e. Dispatchers) the twelve (12) hour shifts will continue. Before any changes shall occur to the twelve (12) hour shift, the Police Department will give the Dispatchers sixty (60) days notice.
8. Article XIV - Section 2. Effective the 1st full month following the retroactive pay adjustment, the health insurance plans will provide for a co-pay of \$25.00 commencing upon ratification of this agreement with no further reimbursement unless the Town changes the plan in 1/1/09. Any changes at that time to the plans will be reimbursed back to the \$25.00 plan.

The Town shall pay a prescription reimbursement for employees in the CSEA bargaining unit prior to the ratification of the this agreement equal to the following:

- a. Effective, upon ratification of this agreement all prescriptions will be reimbursed back to \$15.00.
- b. Effective 1/1/08 all prescriptions will be reimbursed back to \$18.00.
- c. All employees hired after the ratification of this agreement will not receive a prescription reimbursement and will pay the following:

MVP \$10/\$30
Empire \$10/\$25/\$30
CDPHP \$10/\$20/\$25

Section 1. Effective upon ratification of this agreement, employees hired prior to January 1, 1990 shall pay 5% of the premium. Upon retirement, these employees will not contribute towards the premium.

Effective after ratification of this agreement, new hires will contribute to health insurance as follows:

	<u>Town</u>	<u>Employee</u>
First year of employment through completion of Fifth year of employment	80%	20%
Sixth year of employment through completion of Tenth year of employment	85%	15%
Eleventh year of employment and thereafter	90%	10%

Health Insurance Buyout Section 8 to remain status quo for all employees.

9. Article III – Section 2 – (Delete and replace current language) Except for competitive civil service positions, the Town shall notify the union president of new or vacant positions in the bargaining unit. Seniority and qualifications shall be considered by the Town in filling such new or vacant positions prior to consideration of candidates not in the bargaining unit.
10. Article X, Vacations – Employees hired after the ratification of this contract shall receive vacation days as defined below:

Section 1:

10 days after 1 through 6 years of continuous service
15 days after 7 years of continuous service
16 days after 8 years of continuous service
17 days after 9 years of continuous service
18 days after 10 years of continuous service
19 days after 11 years of continuous service
20 days after 12 years of continuous service

Section 2:

Part-time employees hired after ratification of this agreement shall receive one-half (1/2) of the paid vacation days as received by the full-time employees per year:

5 days after 1 through 6 years of continuous service
7 ½ days after 7 years of continuous service
8 days after 8 years of continuous service

Part-time employees will continue to receive ½ day per year up to 10 days after 12 years of continuous service.

Section 3: Add new (f) – After ratification of this agreement, scheduling of all vacation is subject to the approval of the Employer for new hires.

11. Article XI, Other Leaves

Section 4. Personal Leave – All new hires after ratification of this agreement shall be entitled to personal leave with pay as follows:

- a) Upon ratification, new employees with less than one (1) of year service shall accrue one (1) day of personal leave after the first six (6) months of employment and a second personal leave day during the next six (6) months of employment. Part-time employees shall accrue one (1) day of personal leave after six (6) months.
- b) After ratification of this agreement, new hires with one (1) year of service shall be entitled to four (4) days personal leave in increments of not less than one-hour.
- c) Employees working prior to the ratification of this agreement with of shall be entitled to six (6) days personal leave.
- d) Use of personal leave shall be subject to approval. Requests to use leave must be made as far in advance as possible. If an employee does not

- e) use personal leave, the unused portion shall be lost. Not more than three (3) of the said personal leave days shall be taken in succession without prior approval.
- f) Part time employees hired prior to the ratification of this agreement, will receive three (3) personal days per year.

Part time employees hired after ratification of this agreement, will after their first year of employment, receive two (2) personal days per years. A personal day for a part time employee as defined in Article II, Sec. 4, subparagraph D, shall be six hours.

- g) Each employee shall be entitled to utilize his or her accumulated sick leave, after all personal leave has been exhausted, in the event of sickness or injury to his or her immediate family. The definition of "immediate family" shall be the same as set forth in Section 2 of this Article. Leave credits utilized by an employee under this section shall be known as Family Sick Leave.
12. Article XI – Sick Leave - Section 1(a). Upon ratification of this agreement, new hires shall accrue sick leave at the rate of one (1) day per month.
13. Article XI – Other Leaves – Section 2. Bereavement Leave. (Add) All changes to Bereavement Leave shall be subject to verification by the Employer. Upon request, Employee must submit verification of death of a relationship to qualify for bereavement leave.


Town of Glenville

7 May 07
Date


CSEA


Unit President


Vice President


Negotiating Team Member